

Lead Clinician, Specialist Services

Department for Child Protection

OFFICIAL

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential.*

CLASSIFICATION:

AHP3

DIRECTORATE:

Specialist Practice

REPORTS TO:

Manager, Specialist Services Team

FTE:

1.0

ROLES REPORTING TO THIS ROLE:

Various

ABOUT THIS ROLE:

The Lead Clinician, Specialist Services Team is a role within the Department for Child Protection (DCP) and is accountable to the Manager, Specialist Services Team for leading and coordinating specialist assessment and intervention programs to address complex issues for children and young people and their carers. The role is responsible for providing professional consultancy, advice and educational services to DCP staff and other government and non-government organisations. The role is also responsible for leading service development, review and evaluation to support quality service delivery and the development of best practice in multidisciplinary therapeutic services within DCP. The role is responsible for supervision of the Specialist Services staff as required and clinical supervision of staff within the same clinical discipline. They are required to actively build relationships with key stakeholders to promote coordinated therapeutic approaches to supporting children and young people with complex needs.

YOU WILL BE ADDING VALUE BY:

1. Provide leadership within a multidisciplinary team in providing assessment, planning and implementation of specialised interventions to support children, young people and their carers.
2. Provide professional support and consultancy services to DCP staff and other agencies, to achieve integrated therapeutic outcomes for children and young people and lead the design and provision of staff and carer education programs and resources.
3. Oversee the proactive and innovative delivery of support to DCP service streams and identify and develop strategies to assist in early intervention and maintaining carer resilience.
4. Manage the provision of services, which enhance outcomes for clients and families, in particular, services that improve outcomes for Aboriginal people.
5. Manage and monitor consistent professional practice, grievance and complaints and coordinate the development and implementation of comprehensive monitoring and quality control mechanisms.
6. Provide supervision and support to Specialist Services staff when required and link team members with appropriate networks.
7. Plan and monitor the performance of the team to maintain the delivery of quality services and monitor compliance with workplace and other related legislative requirements and professional standards.
8. Establish and maintain effective working relationships with staff across DCP and with relevant external organisations, and non-government providers.
9. Develop and maintain personal and professional skills within the Specialist Services to support continuous improvement and high standards of service delivery.
10. Be aware of Aboriginal cultural practices and/or differences and seek cultural consultation to promote inclusive practice.
11. Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
12. Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.
13. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.



Government of South Australia
Department for Child Protection

WHO YOU WILL WORK WITH:**Internal**

- Manager, Specialist Services Team
- Senior Manager, Disability and Development Program
- Director, Specialist Practice
- Executive, managers and staff in DCP

External

- Other government departments
- Children and young people with disabilities and their carers
- Non-government organisations providing support to children in alternative care

QUALIFICATIONS

Essential: An appropriate degree or equivalent qualification in either Social Work, Psychology, Physiotherapy, Occupational Therapy, Speech Pathology or Developmental Education which entitles registration or membership with the relevant board or association. all requirements to maintain registration or membership must be fulfilled.

YOUR CAPABILITIES:

- High level interpersonal skills and the ability to communicate clearly on complex issues both verbally and in writing with key stakeholders and communicate effectively with people from diverse professional backgrounds including government, non-government and community organisations.
- Experience utilizing clinical reasoning and advanced problem-solving skills to provide direction for complex situations, basing decisions on knowledge.
- Demonstrated understanding of the nature of disability and development delay and complex trauma and the impacts for children and young people and their carers.
- Knowledge advising staff and contributing to service development relevant to children and young people with disabilities and challenging behaviour, particularly those in alternative care.
- Ability to analyse and integrate data to implement creative solutions and implement strategies that minimise risk.
- Demonstrated ability to apply culturally sensitive child protection practice for Aboriginal and Torres Strait Islander people, and community from culturally and linguistically diverse backgrounds.
- Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment.



OUR COLLECTIVE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Maintain the Program Standards of White Ribbon Reaccreditation.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.

SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Manager, Specialist Services Team.
- Employees may be required to provide professional/clinical supervision to Social Work students on observational placements and to work experience students.
- Will be required to undertake physical aspects of child management including lifting and carrying babies or small children.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
- Some out-of-hours and weekend work may be required.
- Some intra/interstate travel (including in small aircraft) including overnight stay may be required.
- Hold a current Australian driver's licence and a willingness to drive is desirable.



YOU WILL CONTRIBUTE TO



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

CERTIFIED CORRECT SEPTEMBER 2026



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Department for Child Protection